

**Management Salary Schedule**  
**Effective October 1, 2017 (FY18)**

Grade	Minimum	Mid-point	Maximum
K-29	\$128,512.45	\$143,933.58	\$159,354.70
K-28	\$121,126.30	\$135,660.80	\$150,196.33
K-27	\$113,740.15	\$127,389.05	\$141,037.95
K-26	\$106,354.00	\$119,116.28	\$131,878.55
K-25	\$98,967.85	\$110,844.53	\$122,720.18
K-24	\$91,581.70	\$102,571.75	\$113,561.80
K-23	\$84,196.58	\$94,300.00	\$104,403.43
K-22	\$76,810.43	\$86,027.23	\$95,244.03
K-21	\$66,907.90	\$74,936.73	\$82,966.58

Annual Salary for Exempt Positions

**Non-Represented: Administrative/Support and Professional/Technical Positions**  
**Effective July 1, 2017 (FY2018)**

Grade	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
GE24		\$78,721.50	\$81,081.00	\$83,499.00	\$86,014.50	\$88,588.50	\$91,260.00	\$94,009.50	\$96,369.00	\$98,767.50
GE23		\$77,161.50	\$79,462.50	\$81,841.50	\$84,298.50	\$86,833.50	\$89,427.00	\$92,118.00	\$94,419.00	\$96,798.00
GE22		\$72,052.50	\$74,217.00	\$76,440.00	\$78,760.50	\$81,100.50	\$83,518.50	\$86,034.00	\$88,198.50	\$90,402.00
GE21		\$67,294.50	\$69,361.50	\$71,409.00	\$73,573.50	\$75,757.50	\$78,039.00	\$80,398.50	\$82,387.50	\$84,454.50
GE20		\$62,790.00	\$64,642.50	\$66,573.00	\$68,601.00	\$70,629.00	\$72,774.00	\$74,938.50	\$76,810.50	\$78,721.50
GE19		\$57,174.00	\$58,890.00	\$60,645.00	\$62,458.50	\$64,369.50	\$66,280.50	\$68,250.00	\$69,966.00	\$71,740.50
GE18		\$52,084.50	\$53,625.00	\$55,243.50	\$56,901.00	\$58,617.00	\$60,391.50	\$62,185.50	\$63,745.50	\$65,344.50
GE17		\$50,485.50	\$52,006.50	\$53,566.50	\$55,165.50	\$56,823.00	\$58,519.50	\$60,294.00	\$61,795.50	\$63,336.00
GE16		\$49,023.00	\$50,505.00	\$52,006.50	\$53,586.00	\$55,185.00	\$56,842.50	\$58,539.00	\$60,001.50	\$61,522.50
GE15		\$46,176.00	\$47,580.00	\$48,984.00	\$50,466.00	\$51,967.50	\$53,547.00	\$55,146.00	\$56,530.50	\$57,934.50
GE14		\$42,081.00	\$43,348.50	\$44,635.50	\$45,981.00	\$47,346.00	\$48,789.00	\$50,232.00	\$51,480.00	\$52,767.00
GE13		\$38,707.50	\$39,916.50	\$41,086.50	\$42,315.00	\$43,602.00	\$44,889.00	\$46,234.50	\$47,385.00	\$48,574.50
GE12		\$35,334.00	\$36,387.00	\$37,498.50	\$38,610.00	\$39,780.00	\$40,969.50	\$42,178.50	\$43,270.50	\$44,323.50
GE11		\$32,857.50	\$33,832.50	\$34,885.50	\$35,919.00	\$36,972.00	\$38,083.50	\$39,253.50	\$40,209.00	\$41,223.00

Hourly Rates for Non-Exempt Positions (37.5 Hours)

**Non-Represented: Administrative/Support and Professional/Technical Positions****Effective July 1, 2017 (FY2018)**

Grade	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
G24		\$40.37	\$41.58	\$42.82	\$44.11	\$45.43	\$46.80	\$48.21	\$49.42	\$50.65
G23		\$39.57	\$40.75	\$41.97	\$43.23	\$44.53	\$45.86	\$47.24	\$48.42	\$49.64
G22		\$36.95	\$38.06	\$39.20	\$40.39	\$41.59	\$42.83	\$44.12	\$45.23	\$46.36
G21		\$34.51	\$35.57	\$36.62	\$37.73	\$38.85	\$40.02	\$41.23	\$42.25	\$43.31
G20		\$32.20	\$33.15	\$34.14	\$35.18	\$36.22	\$37.32	\$38.43	\$39.39	\$40.37
G19		\$29.32	\$30.20	\$31.10	\$32.03	\$33.01	\$33.99	\$35.00	\$35.88	\$36.79
G18		\$26.71	\$27.50	\$28.33	\$29.18	\$30.06	\$30.97	\$31.89	\$32.69	\$33.51
G17		\$25.89	\$26.67	\$27.47	\$28.29	\$29.14	\$30.01	\$30.92	\$31.69	\$32.48
G16		\$25.14	\$25.90	\$26.67	\$27.48	\$28.30	\$29.15	\$30.02	\$30.77	\$31.55
G15		\$23.68	\$24.40	\$25.12	\$25.88	\$26.65	\$27.46	\$28.28	\$28.99	\$29.71
G14		\$21.58	\$22.23	\$22.89	\$23.58	\$24.28	\$25.02	\$25.76	\$26.40	\$27.06
G13		\$19.85	\$20.47	\$21.07	\$21.70	\$22.36	\$23.02	\$23.71	\$24.30	\$24.91
G12		\$18.12	\$18.66	\$19.23	\$19.80	\$20.40	\$21.01	\$21.63	\$22.19	\$22.73
G11		\$16.85	\$17.35	\$17.89	\$18.42	\$18.96	\$19.53	\$20.13	\$20.62	\$21.14

Hourly Rates for Non-Exempt Positions (40 Hours)

**Non-Represented: Professional and Technical Salary Schedule****Effective July 1, 2017 (FY2018)**

Grade	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
GU24		\$37.85	\$38.99	\$40.15	\$41.35	\$42.59	\$43.88	\$45.19	\$46.33	\$47.48
GU23		\$37.09	\$38.21	\$39.35	\$40.53	\$41.74	\$42.99	\$44.29	\$45.39	\$46.54
GU22		\$34.64	\$35.68	\$36.75	\$37.86	\$38.99	\$40.16	\$41.36	\$42.41	\$43.46
GU21		\$32.35	\$33.34	\$34.33	\$35.37	\$36.42	\$37.52	\$38.65	\$39.61	\$40.60
GU20		\$30.18	\$31.08	\$32.01	\$32.98	\$33.96	\$34.99	\$36.03	\$36.93	\$37.85
GU19		\$27.48	\$28.31	\$29.15	\$30.03	\$30.94	\$31.86	\$32.82	\$33.63	\$34.49
GU18		\$25.04	\$25.78	\$26.56	\$27.36	\$28.18	\$29.03	\$29.89	\$30.64	\$31.41
GU17		\$24.27	\$25.00	\$25.75	\$26.52	\$27.32	\$28.14	\$28.99	\$29.71	\$30.45
GU16		\$23.57	\$24.28	\$25.00	\$25.76	\$26.53	\$27.33	\$28.15	\$28.85	\$29.58
GU15		\$22.20	\$22.87	\$23.55	\$24.26	\$24.98	\$25.74	\$26.51	\$27.18	\$27.86
GU14		\$20.23	\$20.84	\$21.46	\$22.10	\$22.76	\$23.46	\$24.15	\$24.75	\$25.37
GU13		\$18.61	\$19.19	\$19.76	\$20.34	\$20.96	\$21.58	\$22.23	\$22.78	\$23.35
GU12		\$16.99	\$17.49	\$18.03	\$18.57	\$19.12	\$19.70	\$20.28	\$20.80	\$21.31
GU11		\$15.80	\$16.27	\$16.77	\$17.27	\$17.78	\$18.31	\$18.87	\$19.33	\$19.81

## Hourly Rates for Non-Exempt Positions (37.5 Hours)

**ITWA: Administrative/Support and Professional/Technical Positions****Effective July 1, 2017 (FY2018)**

Grade	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
I-24	\$40.37	\$41.58	\$42.82	\$44.11	\$45.43	\$46.80	\$48.21	\$49.42	\$50.65
I-23	\$39.57	\$40.75	\$41.97	\$43.23	\$44.53	\$45.86	\$47.24	\$48.42	\$49.64
I-22	\$36.95	\$38.06	\$39.20	\$40.39	\$41.59	\$42.83	\$44.12	\$45.23	\$46.36
I-21	\$34.51	\$35.57	\$36.62	\$37.73	\$38.85	\$40.02	\$41.23	\$42.25	\$43.31
I-20	\$32.20	\$33.15	\$34.14	\$35.18	\$36.22	\$37.32	\$38.43	\$39.39	\$40.37
I-19	\$29.32	\$30.20	\$31.10	\$32.03	\$33.01	\$33.99	\$35.00	\$35.88	\$36.79
I-18	\$26.71	\$27.50	\$28.33	\$29.18	\$30.06	\$30.97	\$31.89	\$32.69	\$33.51
I-17	\$25.89	\$26.67	\$27.47	\$28.29	\$29.14	\$30.01	\$30.92	\$31.69	\$32.48
I-16	\$25.14	\$25.90	\$26.67	\$27.48	\$28.30	\$29.15	\$30.02	\$30.77	\$31.55
I-15	\$23.68	\$24.40	\$25.12	\$25.88	\$26.65	\$27.46	\$28.28	\$28.99	\$29.71
I-14	\$21.58	\$22.23	\$22.89	\$23.58	\$24.28	\$25.02	\$25.76	\$26.40	\$27.06
I-13	\$19.85	\$20.47	\$21.07	\$21.70	\$22.36	\$23.02	\$23.71	\$24.30	\$24.91
I-12	\$18.12	\$18.66	\$19.23	\$19.80	\$20.40	\$21.01	\$21.63	\$22.19	\$22.73
I-11	\$16.85	\$17.35	\$17.89	\$18.42	\$18.96	\$19.53	\$20.13	\$20.62	\$21.14

## Annual Salary for Exempt Positions

**ITWA: Administrative/Support and Professional/Technical Positions****Effective July 1, 2017 (FY2018)**

Grade	Step 3	4	5	6	7	8	9	10	11
IE-24	\$78,721.50	\$81,081.00	\$83,499.00	\$86,014.50	\$88,588.50	\$91,260.00	\$94,009.50	\$96,369.00	\$98,767.50
IE-23	\$77,161.50	\$79,462.50	\$81,841.50	\$84,298.50	\$86,833.50	\$89,427.00	\$92,118.00	\$94,419.00	\$96,798.00
IE-22	\$72,052.50	\$74,217.00	\$76,440.00	\$78,760.50	\$81,100.50	\$83,518.50	\$86,034.00	\$88,198.50	\$90,402.00
IE-21	\$67,294.50	\$69,361.50	\$71,409.00	\$73,573.50	\$75,757.50	\$78,039.00	\$80,398.50	\$82,387.50	\$84,454.50
IE-20	\$62,790.00	\$64,642.50	\$66,573.00	\$68,601.00	\$70,629.00	\$72,774.00	\$74,938.50	\$76,810.50	\$78,721.50
IE-19	\$57,174.00	\$58,890.00	\$60,645.00	\$62,458.50	\$64,369.50	\$66,280.50	\$68,250.00	\$69,966.00	\$71,740.50
IE-18	\$52,084.50	\$53,625.00	\$55,243.50	\$56,901.00	\$58,617.00	\$60,391.50	\$62,185.50	\$63,745.50	\$65,344.50
IE-17	\$50,485.50	\$52,006.50	\$53,566.50	\$55,165.50	\$56,823.00	\$58,519.50	\$60,294.00	\$61,795.50	\$63,336.00
IE-16	\$49,023.00	\$50,505.00	\$52,006.50	\$53,586.00	\$55,185.00	\$56,842.50	\$58,539.00	\$60,001.50	\$61,522.50
IE-15	\$46,176.00	\$47,580.00	\$48,984.00	\$50,466.00	\$51,967.50	\$53,547.00	\$55,146.00	\$56,530.50	\$57,934.50
IE-14	\$42,081.00	\$43,348.50	\$44,635.50	\$45,981.00	\$47,346.00	\$48,789.00	\$50,232.00	\$51,480.00	\$52,767.00
IE-13	\$38,707.50	\$39,916.50	\$41,086.50	\$42,315.00	\$43,602.00	\$44,889.00	\$46,234.50	\$47,385.00	\$48,574.50
IE-12	\$35,334.00	\$36,387.00	\$37,498.50	\$38,610.00	\$39,780.00	\$40,969.50	\$42,178.50	\$43,270.50	\$44,323.50
IE-11	\$32,857.50	\$33,832.50	\$34,885.50	\$35,919.00	\$36,972.00	\$38,083.50	\$39,253.50	\$40,209.00	\$41,223.00

Hourly Rates for Non-Exempt Positions (40 Hours)

**NIPEA: Public Works Salary Schedule**

Effective July 1, 2016 (FY17)

Grade	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
W7		\$27.41	\$28.22	\$29.06	\$29.71	\$30.65	\$31.62	\$32.55
W6	\$25.01	\$25.75	\$26.52	\$27.30	\$28.12	\$28.75	\$29.35	\$29.96
W5	\$23.18	\$23.86	\$24.56	\$25.29	\$26.04	\$26.62	\$27.18	\$27.74
W4	\$21.60	\$22.25	\$22.90	\$23.58	\$24.28	\$24.91	\$25.43	\$25.95
W3	\$20.31	\$20.91	\$21.52	\$22.16	\$22.82	\$23.52	\$23.91	\$24.33
W2		\$18.96	\$19.65	\$20.40	\$21.18	\$22.06	\$22.44	\$22.83

Hourly Rates for Non-Exempt Positions (40 Hours)

**BCTIA: Public Facilities -- Trades**

Effective July 1, 2017 (FY2018)

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
BT4	\$29.98	\$30.88	\$31.79	\$32.73	\$33.54	\$34.36	\$35.22	\$36.08
BT3	\$26.29	\$27.07	\$27.88	\$28.70	\$29.41	\$30.14	\$30.89	\$31.64
BT2	\$23.93	\$24.63	\$25.37	\$26.12	\$26.76	\$27.43	\$28.09	\$28.80
BT1	\$21.79	\$22.42	\$23.10	\$23.77	\$24.36	\$24.96	\$25.57	\$26.20

Hourly Rates for Non-Exempt Positions (40 Hours)

**BCTIA: Public Facilities -- Custodians**

Effective July 1, 2017 (FY2018)

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
BC3	\$23.36	\$24.03	\$24.71	\$25.42	\$26.02	\$26.64	\$27.28	\$27.93
BC2	\$22.26	\$22.89	\$23.55	\$24.22	\$24.80	\$25.39	\$26.00	\$26.61
BC1	\$19.41	\$19.97	\$20.52	\$21.11	\$21.61	\$22.13	\$22.66	\$23.19

Hourly Rates for Non-Exempt Positions (40 Hours)

**Police Unit A: Officers and Sergeants**

Effective July 1, 2017 (FY2018)

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
P-2			\$32.69	\$33.90	\$35.21	\$36.58	\$37.31	\$38.05	\$38.81
P-1	\$22.84	\$23.94	\$25.09	\$26.31	\$27.59	\$28.94	\$30.34	\$30.95	\$31.56

Annual Salary for Exempt Positions

**Police Superior Officers: Lieutenants**

Effective July 1, 2017 (FY2018)

Grade	Step 1	Step 2	Step 3	Step 4	Max
Lieutenant	\$110,700	\$113,744	\$116,872	\$120,086	\$123,389

Hourly Rates for Non-Exempt Positions (42 Hours)

**Fire Unit A****Effective July 1, 2017 (FY2018)**

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	(New) Step 9
Firefighter	X	\$23.64	\$24.83	\$26.06	\$27.37	\$28.74	\$30.19	\$30.80	\$31.42
Lieutenant	X	X	X	\$31.39	\$32.70	\$34.04	\$35.75	\$36.47	\$37.20
Captain	X	X	X	X	X	\$37.00	\$38.86	\$39.65	\$40.45

Hourly Rates for Non-Exempt Positions (40 Hours)

**Fire Unit A****Effective July 1, 2017 (FY2018)**

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
Fire Inspector	X	\$24.83	\$26.06	\$27.37	\$28.73	\$30.17	\$31.68	\$32.32	\$32.97
EMS Administrator	X	\$24.83	\$26.06	\$27.37	\$28.73	\$30.17	\$31.68	\$32.32	\$32.97

Hourly Rates for Non-Exempt Positions (42 Hours)

**Fire Unit C****Effective July 1, 2017 (FY2018)**

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	
Deputy Chief	X	X	X	\$38.94	\$40.66	\$42.34	\$44.45	\$46.24	

Hourly Rates for Non-Exempt Positions (40 Hours)

**Fire Unit C****Effective July 1, 2017 (FY2018)**

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	
Deputy Chief of Operations	X	X	X	X	X	\$48.83	\$51.32	\$53.38	